Forward thinking.
Straight talking.

Assess and *accelerate* the right leaders for *your* tomorrow

KIDDY & PARTNERS

Talent pipelines
aren't delivering

In a world that is changing so rapidly, the businesses that will thrive and not just survive will be the ones that are able to assess, accelerate and appoint the right leaders needed for their tomorrow. But research and our experience shows that most talent pipelines under deliver.

Heads of Talent & Learning we talk to tell us that ...

Senior managers won't take the risk on appointing internal talent

'Ready later' succession candidates never move to 'ready now'

Talent is assessed infrequently, usually when one-off decisions are needed

Development plans are left in a drawer and not actioned

Development programmes fail to demand or measure improvement

They struggle to demonstrate return on investment to their stakeholders

Yet talent continues to be seen by most CEOs as a key business risk and as of November 2020 features in their top 3 concerns

But if we strip it all back, *what's wrong?*

Organisations *need* great talent

But aren't good at creating the very opportunities needed to develop it.

Talent *want* to progress

But find it difficult to create the opportunities for themselves.

It's frustrating for *everyone...*

CEOs have Talent at the top of their worry list but don't see the situation improving

Individuals become dissatisfied and ultimately leave to progress their careers elsewhere

Talent managers feel held accountable for a problem they can't fix on their own

Meanwhile, most investment in Talent Management is being wasted

So how can we *fix* this?

1 Encouraging individuals to take ownership for their career and equipping them with the insights and opportunities they need

2 Enabling the organisation to appoint individuals to the right stretch opportunities and provide appropriate support

3 Equipping Talent Managers with the processes, data and insights to power the right system for their context

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Kiddy *assess* and *accelerate* the right leaders for *your* tomorrow

Using the latest insights from behavioural science, we unblock your talent pipelines using our flexible framework that we configure to your context, priorities and budget.

1
Phase 1
Activate

Through Innovative techniques we build and sustain your talent's commitment to their personal journey

2 > 3 > 4 > 5

Phase 2
Assess
We identify objectively who will develop furthest and fastest and how this can be accelerated

Phase 3
Assign
We work with you to identify the right stretch experiences that will move individuals rapidly along the talent pipeline and become 'ready now' successors

Phase 4
Accelerate
We provide the tools and support to enable people to extract the maximum learning from both their day jobs and stretch experiences

Phase 5
Appoint
We enable your talent to onboard new stretching roles confidently, supporting their successful transition

The organisations we've *helped*

Want to know *more?*

FUNCTIONAL TALENT

BAE Systems

Their problem
Did they have the bench strength needed to win business in an increasingly competitive marketplace?

Our solution
We developed and ran development centres simulating the future business and personal capabilities required. Our assessments gave individuals insight into their strengths and development priorities, as well as providing actionable insight for the functional leadership team.

LEADERSHIP POTENTIAL

HSBC

Their problem
Which of their senior leaders really had the potential to succeed as a senior international manager?

Our solution
We carried out comprehensive assessments of leadership capability and potential, using behavioural observation, a deep dive interview and psychometric assessment.

MID –LEVEL LEADERS

Philip Morris International

Their problem
Faced with the transformation of their entire business, which of their leaders were willing and able to lead that change?

Our solution
We aligned our approach to Philip Morris's transformational attributes, and ran half-day developmental leadership assessments to activate and accelerate their leader's development.

EMERGING TALENT

Aberdeen Standard

Their problem
How would they develop their emerging talent as leaders of change rather than pure technical specialists?

Our solution
We designed a global programme to equip their emerging leaders with the leadership and management skills required to accelerate their contribution to business growth.

TALENT ACQUISITION

Britvic

Their problem
Needing to bring new senior talent in, who could they safely appoint with the capability to transform the organisation while fitting Britvic's culture?

Our solution
Our experienced psychologists carried out deep dive interviews to assess whether the individuals had the critical leadership capabilities and personal qualities to be successful in Britvic.

SENIOR LEADERS

SAB Miller

Their problem
How would they enable their Country MDs to embrace the shifts in mindset and behaviour required for their new operating model to succeed?

Our solution
Using one of our benchmarked business simulations we enabled their MDs to experience and get feedback on how they would need to operate in an organisation requiring more collaborative, consumer centric behaviours.

ARTICLE

Three ways HR can ensure a business is set up for success

This article will help HR professionals determine whether they have the right leaders to bring business success.

INSIGHT

Succession data for your tomorrow

In this insight we outline ways you can gain greater confidence and clarity in your succession planning.

IN-DEPTH

Revising your leadership framework for the new normal

For HR and Talent practitioners, there's an urgent need to provide leaders with clarity on one fundamental question: How do I lead now for the future?

Find out more in our Leadership Shift playbook.

Learn more about how to enable your leaders to shift back to better. Available to download now.

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